



European network of legal experts
in gender equality and non-discrimination

Non-discrimination country report 2025: highlights



Finland





Comprehensive Legal Framework:

The Non-Discrimination Act (2015) applies broadly to public and private sectors, covering 14 grounds - beyond EU directive requirements.



Equality Planning Obligations:

Public authorities, employers, and education providers must prepare equality plans to proactively promote non-discrimination.



Reasonable Accommodation:

The obligation to ensure accessibility and accommodation is strongly embedded, especially following Finland's ratification of the UNCRPD and its Optional Protocol.



Independent Tribunal Role:

The National Non-Discrimination and Equality Tribunal interprets the law to enhance equal treatment in practice.



Legal Standing:

Only victims have standing before national courts, while NGOs and the Ombudsman have standing before the specialised Tribunal.



Roma and Migrant Issues:

Significant disparities persist for foreign Roma populations and migrant communities in terms of social and economic rights.



Religious and Cultural Diversity:

Religious diversity is growing, with the Muslim population quadrupling in 25 years; 64% of the population remains Lutheran.



Age Discrimination:

Age-based bias in employment is acknowledged as a widespread issue, though few court cases address it directly.



Regional Autonomy:

The Åland Islands maintain their own non-discrimination legislation, reflecting Finland's decentralised governance on the islands.



Criminal Code Provisions:

Discrimination is also a criminal offence in Finland, with most penalties imposed as fines, and case law mostly addressing ethnic origin.